



COLLEGE OF MEDICINE

The UNIVERSITY of OKLAHOMA HEALTH SCIENCES

Search for the Chair of the Department of Radiation Oncology The University of Oklahoma College of Medicine and OU Health Oklahoma City, Oklahoma

THE SEARCH

The University of Oklahoma College of Medicine (OUCOM) and OU Health seek an experienced and dynamic builder to serve as the next Chair of the Department of Radiation Oncology and Clinical Service Chief of Radiation Oncology for OU Health. The department has made important strides in recent years, doubling its faculty, expanding beyond Oklahoma City, and investing in advanced technology. These advances provide a strong base for a leader who can bring the department to maturity, deepen its partnership with the Stephenson Cancer Center, Oklahoma's only NCI-designated cancer center, and increase its impact in cancer care, research, and education.

The College of Medicine is the largest component of the OU Health Campus (formerly OU Health Sciences Center) and the academic arm of OU Health, the state's flagship comprehensive academic health system. Together, the College and OU Health are pursuing an ambitious strategic plan to establish a top-tier integrated academic health center, enhance national recognition, expand Oklahoma's healthcare workforce, and reduce health disparities statewide. The Chair of Radiation Oncology will play a central role in these efforts, driving progress in cancer care delivery, research, and education at a time when Oklahoma faces the fourth-highest cancer mortality rate in the nation.

The Department of Radiation Oncology includes 23 faculty and advanced practice providers, two lab-based scientists, and seven administrative staff. Over the past five years, the department has grown significantly, upgrading infrastructure and expanding into Norman, with new sites scheduled to open in McAlester in December 2025 and Tulsa in June 2026. The department has invested in state-of-the-art technology, including Varian TrueBeam and Edge systems, an Accuray Radixact XP, an Elekta Gamma Knife, and the forthcoming Varian Ethos platform. OU Health also offers proton therapy, strengthening its position as a regional leader in advanced radiation treatment.

The next Chair will have the opportunity to build on this momentum and shape a coordinated statewide network. Priorities include strengthening clinical integration across multiple sites, advancing patient safety, supporting faculty and trainee development, and expanding the department's research profile.

The Chair will set the tone for a culture of collaboration, transparency, and academic excellence, and mentor faculty as the department grows from a growing base to a nationally visible program.

Applicants for this position should be board-certified physicians in Radiation Oncology, be eligible for appointment within the department, and have a substantial record of leadership and achievement in clinical, research, and education oversight. The University of Oklahoma College of Medicine has retained Isaacson, Miller, a national executive search firm, to assist with this search. Inquiries, nominations, and applications will be treated confidentially and should be directed to the firm as indicated at the end of this document.

THE UNIVERSITY OF OKLAHOMA

Founded in 1890, the [University of Oklahoma](#) (OU) in Norman, Oklahoma, is the state's premier institution of higher education and a leading research university. It spans three campuses and boasts a student body of 31,000 enrolled in 170 academic programs. The University of Oklahoma invests \$416.6 million annually in research and development, fueling a \$2.05 billion enterprise dedicated to advancing scholarship and improving lives across the state. As part of its [strategic plan](#), the University has set a bold goal to recruit 150 new research investigators, further strengthening its commitment to discovery and innovation.

UNIVERSITY OF OKLAHOMA HEALTH CAMPUS (OUHC)

Located in Oklahoma City, [OUHC](#) is one of the nation's few academic health centers with seven professional colleges on-site, including [Medicine](#), [Allied Health](#), [Dentistry](#), [Nursing](#), [Pharmacy](#), [Public Health](#), and [Graduate Studies](#). With an annual budget of \$900 million, OUHC employs over 800 full-time faculty and 4,000 staff. It educates and trains nearly 4,000 students and 1,000 residents, post-docs, and fellows across more than 70 undergraduate and graduate degree programs.

With the largest portfolio of National Institutes of Health (NIH) funding in the state, COM grew its research portfolio by more than \$4 million last year, to \$64.4 million. Currently ranked 72nd according to the Blue Ridge Rankings, OUCOM aims to rank in the top 60 in the next five years and in the top 50 within 10 years.

OU HEALTH

OU Health traces its recent history to 2018, when OU Medicine, Inc. was established as a locally owned nonprofit to assume hospital operations. In June 2021, the University of Oklahoma and the University Hospitals Authority and Trust signed a historic agreement to merge clinics and hospitals into the new health system, OU Health. After this merger, OU Medicine and OU Physicians, the faculty practice, were combined under OU Health. Today, OU Health is Oklahoma's only comprehensive academic health system, bringing together hospitals, clinics, and centers of excellence. With 10,000 employees and more than 1,300 physicians and advanced practice providers, OU Health is home to Oklahoma's largest doctor network, [OU Health Physicians](#), with nearly one million patient visits per year.

OU Health's flagship adult hospital, [the University of Oklahoma Medical Center](#), serves as the state's only Level 1 Trauma Center and includes the [Harold Hamm Diabetes Center](#); the renowned [Dean McGee Eye Institute](#) is also on the campus. OU Health serves Oklahoma and the region with the state's only dedicated free-standing children's hospital, [Oklahoma Children's Hospital](#). It also hosts the state's only National Cancer Institute (NCI)-designated cancer center, the OU Health [Stephenson Cancer Center](#). [OU Health Edmond Medical Center](#) is a community hospital in the network. OU Health also has clinical affiliations with [Oklahoma City Veterans Affairs Medical Center](#) and other major hospitals and clinics across Oklahoma.

[Dr. Richard P. Lofgren](#), MD, MPH, FACP, became the inaugural President and CEO of OU Health in March 2022. In this role, he leads the health system, overseeing strategic vision, clinical and operational direction, growth, quality, safety, financial performance, and integration. A board-certified internal medicine physician with nearly 40 years of experience, Dr. Lofgren is a national leader in academic healthcare and healthcare delivery redesign. He is known for uniting hospitals, clinics, and centers into a cohesive enterprise with a focus on performance improvement and health system transformation.

STEPHENSON CANCER CENTER

The Stephenson Cancer Center is one of 72 NCI-designated cancer centers in the United States. It serves as the state's leading institution for cancer care and research, integrating clinical services, academic programs, and translational science. The center maintains over 300 active clinical trials, including the top-ten nationally ranked [Oklahoma TSET Phase I Program](#). It also holds Lead Academic Participating Site (LAPS) status within the National Clinical Trials Network (NCTN)—a designation awarded to only 32 centers nationwide and consistently ranks among the highest enrolling sites in the network.

Stephenson supports more than 160 investigators working on over 400 active research projects, with \$65 million in annual funding. Over the past five years, the center has published more than 1,450 peer-reviewed articles and provided care to over 16,500 patients. Research programs span [Cancer Biology](#), [Cancer Therapeutics](#), and [Cancer Prevention & Control](#), supported by centers such as the [TSET Health Promotion Research Center](#), the [Center for Cancer Prevention & Drug Development](#), and a [Specialized Programs of Research Excellence \(SPORE\)](#) in endometrial cancer.

THE COLLEGE OF MEDICINE

The [College of Medicine](#) is the largest entity within the University of Oklahoma Health Campus and forms the cornerstone of OU Health. OUCOM boasts a distinguished faculty of nearly 1,350 members, including almost 1,000 full-time faculty and 218 endowed chairs and professorships. It comprises 21 academic departments, including 17 clinical departments, four basic science departments, and numerous centers and institutes dedicated to advancing research and clinical initiatives across diverse medical fields.

In addition to its main campus in Oklahoma City, the College operates a branch campus in Tulsa, which hosts eight clinical departments and the unique [School of Community Medicine](#) track. Together, these campuses offer Oklahoma's Doctor of Medicine (MD) degree program, a highly competitive Physician Assistant (PA) program, an innovative MD/PhD dual-degree option, opportunities for MPH coursework, and a comprehensive array of graduate medical education (GME) residency and fellowship programs, including Emergency Medicine.

Furthermore, OUCOM plays a vital role in training healthcare professionals through 83 specialty and subspecialty programs, accommodating 766 residents and fellows. Notably, Oklahoma retains 51.4% of physicians who complete their residencies within the state, demonstrating OUCOM's exceptional contribution to bolstering the local healthcare workforce, which exceeds the national average retention rate of 47.6%. Over 80% of Oklahoma's healthcare professionals are OU grads.

Ian F. Dunn, MD, FACS, FAANS, was appointed executive dean of the University of Oklahoma College of Medicine beginning January 2024, where he also serves as the Chief Academic Officer and Chief Physician Executive of OU Health. With a distinguished career spanning renowned medical institutions and pioneering contributions in neurosurgery, research, and healthcare leadership, Dr. Dunn brings a wealth of experience and vision to the OUCOM. Dr. Dunn's journey to leadership at the College is marked by a pursuit of excellence. Prior to joining OU, he served as a trailblazing figure in neurosurgery and academic medicine. As an associate professor at Harvard Medical School and director of the Center for Pituitary and Skull Base Surgery at Brigham and Women's Hospital, Dr. Dunn gained national recognition for his expertise in complex brain tumors, particularly those in the skull base and pituitary region. He has published widely on these topics and on the role of genomic alterations in tumor natural history and has lectured around the world.

THE DEPARTMENT OF RADIATION ONCOLOGY

The Radiation Oncology Department is fully housed within the Stephenson Cancer Center, encompassing all academic and patient care activities. The department delivers advanced, multidisciplinary cancer care at the main campus in Oklahoma City and through a growing network of satellite clinics.

The department includes 10 radiation oncologists, nine physicists, two radiation biologists, and two laboratory-based scientists, along with two APPs, two postdoctoral fellows, and seven administrative staff. Faculty collaborate closely with dosimetrists, therapists, and nurses to deliver comprehensive patient care and advance the academic mission.

The department also supports two accredited residency programs:

- The Radiation Oncology Residency Program is a four-year, ACGME-accredited program with six residents. Training begins at the PGY-2 level and includes rotations across disease sites and

treatment modalities, including external beam radiation therapy, Gamma Knife SRS, SBRT/SRS, and a range of brachytherapy procedures.

- The Clinical Medical Physics Residency Program is a 24-month program with four residents designed to prepare individuals for certification by the American Board of Radiology. The curriculum includes clinical rotations, didactic coursework, journal clubs, written assignments, and oral examinations.

Faculty are actively engaged in clinical trials and translational research, contributing to the Stephenson Cancer Center's national leadership in oncology.

Technology

Over the last five years, the main campus has significantly modernized its radiation oncology equipment. A Varian Edge system was installed in October 2022, followed by a large-field Varian TrueBeam in August 2023. In September 2024, the campus brought online an Accuray Radixact XP, further expanding treatment capacity, and in November 2024, it added an Elekta Gamma Knife Icon for advanced radiosurgery. In addition, OU Health is one of the few centers in the region to provide proton therapy, further extending the scope of treatment options available to patients.

Looking ahead, additional upgrades are scheduled. A Varian Ethos is planned for installation in early 2026, which will replace the current TrueBeam STX, which will move to McAlester later in 2025. The Elekta microSelectron HDR, upgraded to a digital platform around 2021, will be replaced by a Varian Bravos HDR unit in 2026. A Siemens Juniper ultrasound system is scheduled for installation in July 2025 to support HDR work.

In imaging, a GE Discovery system was added in August 2022, complementing an older unit installed in 2011. Planning is already underway to replace the 2011 machine with a new system in July 2026.

Together, these investments reflect a deliberate, staged replacement strategy that ensures state-of-the-art technology is available to support patient care, research, and education.

ROLE OF THE CHAIR

The Chair of Radiation Oncology reports to the Executive Dean of the College of Medicine, with a matrixed report to the President and Chief Executive Officer of OU Health. The Chair is accountable to the Executive Dean for advancing the academic missions of education and research and to the OU Health CEO for the quality, development, and effectiveness of clinical programs.

The Chair leads a departmental leadership team that includes the Executive Vice Chair, the Clinical and Research Chiefs of Physics, the Residency Program Director, and the Director of Cancer Biology. This team

works together to align academic and clinical missions, support faculty development, and ensure excellence in patient care and education.

The Chair oversees clinical, educational, and research operations in Oklahoma City and Norman and plays a central role in planning and launching the new sites in McAlester and Tulsa. Because many clinical staff across the system report outside the department, the Chair collaborates closely with OU Health leaders to coordinate operations, align priorities, and strengthen patient care. This partnership is essential to implementing a unified clinical vision and supporting the department's contributions to the Stephenson Cancer Center's NCI designation, clinical trials, and patient outcomes. The Chair also has the opportunity to bring together historically fragmented structures and align faculty, clinical staff, and institutional partners into a cohesive statewide radiation oncology program.

KEY OPPORTUNITIES AND CHALLENGES FOR THE CHAIR OF RADIATION ONCOLOGY

The Chair will inherit the department at a unique moment in which it is poised for growth, and they must be adept at building and leading through change. They will be responsible for addressing the following opportunities and challenges:

Lead a strategic vision for growth and innovation

The Chair will set a clear, forward-looking strategy that unites the department's clinical, academic, and research missions across all sites. Building on recent expansion and major infrastructure investments, the department is well positioned to establish its identity within a statewide radiation oncology network. The Chair will work with faculty, staff, OU Health, the Stephenson Cancer Center, and community partners to define priorities, drive integration, and cultivate a culture of collaboration, transparency, and shared purpose that will elevate the department to the next level.

Lead the department through continued clinical expansion

The department has transitioned from a single-site model to a hub-and-spoke structure, with new clinics in Norman, Tulsa, and McAlester. The Chair will oversee integration and standardization of clinical practices across these sites, ensuring consistent quality, safety, and patient experience. This includes improving therapist-physician collaboration, optimizing workflows, and planning for future technology upgrades, including contingency planning for aging equipment.

Recruit, retain, and support a high-performing team

Faculty recruitment and retention are ongoing priorities. The Chair will build on recent momentum to attract top clinical and research talent while investing in mentorship and professional development for current faculty and staff. Inspiring a supportive departmental culture will be essential to sustaining morale and reducing attrition risk.

Strengthen and expand the research enterprise

The Department of Radiation Oncology plays a vital role in supporting the Stephenson Cancer Center's NCI designation and national leadership in clinical trials. The Chair will be expected to advance the department's research mission in alignment with the University's *Future of Health Research Strategic Framework*, which emphasizes innovation, collaboration, and impact across disciplines and institutions.

The Chair will promote high-level collaborations within OU and beyond, cultivate strategic partnerships with industry, and position the department for participation in multi-institutional grants and clinical trials. A strong national presence and a culture of inquiry will be essential to sustaining academic productivity and driving innovation. The Chair must bring the strategic insight and political acumen necessary to navigate institutional structures and secure the resources required for long-term growth. Supporting resident and junior faculty scholarship will be critical to sustaining academic productivity and innovation.

Advance education and training programs

The department supports two accredited residency programs in Radiation Oncology and Clinical Medical Physics. The Chair will oversee continued excellence in training, ensure alignment with evolving certification standards, and explore opportunities to expand educational offerings. Strengthening mentorship, enhancing didactic and clinical experiences, and supporting faculty engagement in education will be key priorities.

Serve as an advocate and institutional ambassador

The Chair will serve as a visible and engaged advocate for the department within OU Health, OUCOM, and Stephenson Cancer Center. This includes securing resources for faculty, staff, and trainees; representing the department in institutional planning; and championing its contributions to cancer care and academic medicine. The Chair will also play a critical role in bridging academic and hospital systems, navigating matrixed reporting structures, and ensuring the department's voice is heard in strategic decision-making.

QUALIFICATIONS AND CHARACTERISTICS

Candidates must have qualifications commensurate with an academic appointment at the rank of Associate Professor or Professor at the University of Oklahoma College of Medicine. In addition, the ideal candidate will possess the following qualities and qualifications:

- MD, DO, MD/PhD, or equivalent clinical doctoral degree with board certification and license eligibility in Oklahoma;
- Administrative leadership experience in an academic medical center environment;
- Strong background and understanding of clinical operations and quality and patient safety;
- Demonstrated commitment to excellence in recruiting, retaining, and developing faculty;
- Record in scholarly achievement and prior success in obtaining extramural funding;
- Experience supporting and growing research and scholarship;

- Demonstrated commitment to the education mission and actively providing mentorship to residents, fellows, and medical students to cultivate and advance the workforce of the future;
- Effectiveness in a complex system of distributed leadership and experience working in a highly matrixed environment;
- Proficiency in managing and engaging with stakeholders within a matrixed environment;
- Commitment to clinical excellence, accessibility, and expansion;
- Strong acumen and judgment in managing financial resources and the ability to develop and implement budgets effectively, aligning resources with strategic priorities;
- Experience promoting a welcoming culture in the workforce and academic environment;
- Commitment to addressing health disparities; and
- Demonstrated vision, a results-oriented approach, the highest level of integrity, and evidence of timely and principled decision-making.

OKLAHOMA CITY, OKLAHOMA

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APPLICATIONS, INQUIRIES, AND NOMINATIONS

Screening of complete applications will begin immediately and continue until the search process is completed. Inquiries, nominations, referrals, and CVs with cover letters should be sent via the Isaacson, Miller website for the search: <https://www.imsearch.com/open-searches/university-oklahoma-health-sciences-college-medicine/chair-department-radiation>. Electronic submission of materials is strongly encouraged.

Ariannah Mirick, Managing Partner

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The University of Oklahoma, in compliance with all applicable federal and state laws and regulations does not discriminate on the basis of race, color, national origin, sex, sexual orientation, genetic information, gender identity, gender expression, age, religion, disability, political beliefs, or status as a veteran in any of its policies, practices, or procedures. This includes, but is not limited to: admissions, employment, financial aid, housing, services in educational programs or activities, or health care services that the University operates or provides.

Why You Belong at the University of Oklahoma:

The University of Oklahoma fosters an inclusive culture of respect and civility, belonging, and access, which are essential to our collective pursuit of excellence and our determination to change lives. The unique talents, perspectives, and experiences of our community enrich the learning, and working environment at OU, inspiring us to harness our innovation, creativity, and collaboration for the advancement of people everywhere.

Mission of the University of Oklahoma:

The Mission of the University of Oklahoma is to provide the best possible educational experience for our students through excellence in teaching, research and creative activity, and service to the state and society.

This document has been prepared based on the information provided by The University of Oklahoma College of Medicine. The material presented in this leadership profile should be relied on for informational purposes only. While every effort has been made to ensure the accuracy of this information, the original source documents and information provided by OUCOM would supersede any conflicting information in this document.